



# CONSTRUCTIVELY SPEAKING



*StonePeak Ceramics is a domestic porcelain tile manufacturer focused on producing innovative, design-worthy and environmentally-friendly porcelain tile.*

## J&S Partners with StonePeak Ceramics

J&S Construction Company, Inc. was recently selected by porcelain tile manufacturer StonePeak Ceramics to complete two new additions to the existing raw material storage portion of the Crossville, Tenn., facility.

The \$2.3 million contract will include construction of a 24,128 square-foot addition at the west side of the existing facility and a 22,968 square-foot addition to the south side. Both additions will be constructed utilizing concrete foundations, slabs and 20-foot-high knee walls that will support a pre-engineered metal building; allowing StonePeak to store raw materials without damaging interior walls.

“The team at StonePeak Ceramics has been excellent to work with,” said Ryan Williams, Director of Business Development, at J&S Construction. “This project also came with its own unique set of challenges such as the engineering of the facility’s containment area and its necessary high walls.

“Despite these challenges, the partnership between their staff and our team throughout the Design-Build process has been seamless and rewarding.”

J&S Construction worked with partners who performed the structural and architectural design. All phases of construction for this project are expected to be complete by the end of May 2015 without interfering with production at the facility.

“We look forward to a continued relationship with StonePeak,” Williams added.

StonePeak Ceramics was established in Crossville in 2001. The Middle Tennessee location was selected due to the facility being within a day’s drive of 75 percent of the United States’ population.

## VF Imagewear’s Warehouse Expands

Construction is underway on a 35,000 square-foot expansion for VF Imagewear’s existing distribution center, located in Whites Creek, Tenn.

J&S Construction broke ground on this \$1.7 million, Design-Build project in December 2014.

This expansion will provide additional warehouse space to VF Imagewear’s existing facility and will improve efficiency for VF Imagewear by allowing more products to be stored within the facility in lieu of remote warehousing.

The expansion will include a pre-engineered metal building that will allot for enough space to expand its existing storage rack systems. The project also includes additional site work for storm water quality requirements.

This is J&S Construction’s fifth teaming with VF Imagewear, and the expansion is scheduled to be complete by September 2015.

VF Imagewear is part of VF Corporation, the world’s largest apparel company and a leader in branded lifestyle apparel, footwear and accessories. VF Corporation is comprised of over 60,000 employees in 22 countries and over 100 years of experience. VF Imagewear joins a respected group of VF Corporation brands including Lee®, Wrangler®, The North Face®, Nautica® and JanSport® — plus many more.



**J&S CONSTRUCTION**  
COOKEVILLE, TN  
1843 FOREMAN DRIVE  
931.528.7475 (PHONE)  
931.528.5997 (FAX)  
www.jsconstruction.com

## \$6.25M Contract Awarded by Tennessee Air National Guard

J&S Construction has received notice to proceed on a \$6.25 million contract with the 134th Air Refueling Wing (134 ARW), a unit of the Tennessee Air National Guard, stationed at McGhee Tyson Air National Guard Base, in Knoxville, Tenn.

J&S Construction will complete renovations to a 36,908 square-foot aircraft maintenance hangar. Work includes sustainment of interior walls, ceilings, sound attenuation, internal and external durable surfaces to include roof and exterior metal panel wall replacement, repairs to facility paint, floor coverings, millwork, caulk, protective coatings, wall systems and hangar door structure.

J&S Construction will also install fire sprinkler systems, additional steel frame support, metal insulated panels, metal barrel roof, interior walls, HVAC systems, communications wiring restrooms, utilities, access pavements, fire protection/detection, fire suppression, site work, anti-terrorism force protection measures, erosion control, drainage structures and landscape.

Site work will include water, electrical, communications, natural gas, sanitary sewer and storm sewer connections to the existing infrastructure.

This contract also requires that construction comply to the Air National Guard (ANG) Sustainable Design Policy with a design goal of ANG Meritable which is modeled after the U.S. Green Building Council's LEED® certification process.

"While work in the private sector continues to increase, we always welcome the opportunity to provide our servicemen and women with the quality facilities they need and deserve in order to do their job successfully," said Jack Stites, President of J&S Construction. "J&S Construction is able to provide both the experience and value our clients deserve."

This contract marks the first pairing between J&S Construction and 134 ARW. All work is expected to be complete by July 2016.



## J&S Construction New Hires Welcomed

J&S Construction is excited to welcome several skilled individuals to our outstanding team.

Tom Thompson joined the team in January as the Payroll and Accounts Manager. Tom is responsible for the company's payroll processing, job cost billing and accounts receivable. He graduated from Vanderbilt University with a Bachelor of Arts in business administration/economics with a minor in British history. Tom has 20 years' experience in commercial and residential lending. Tom and his wife of 35 years, Kathy, have two sons: Tommy (31) and Graham (29).

Sherry Prowse was hired in November as the receptionist. Her work includes directing visitors and calls, scheduling meetings, overseeing shipping, and processing mail and paperwork. Sherry is a native of Overton County. Prior to working at J&S Construction, she was the Personal Property Assistant at the Putnam County Property Assessor's Office. Sherry enjoys spending time with her three children: Jordan (25), Jessica (23) and Peyton (17).

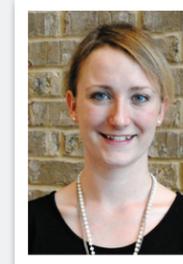
Brent Rieke joined J&S Construction in October as a Project Manager. Brent has 10 years of experience in the construction industry with a bachelor's degree in architectural engineering from Murray State University. Brent comes from Louisville, Ky., and brings to the team a variety of experience and ideas from his history of Design-Build projects as well as his hands-on experience working in the field. Brent and his wife, Michelle, married in 2009 and recently welcomed their second child, Reagan Grace, in January to their growing family. Their oldest son, Landon, is three.

Teresa Locke came on board in August with her role being the Collections/Billing Administrator for the Insurance and Restoration Team. In that role, she minimizes the accounts receivable balance, enters budgets, prepares client invoices, while working alongside clients as well as mortgage and insurance companies. Prior to coming to J&S Construction, Teresa served as the coordinator and buyer in the bid department at Institutional Wholesale Company for 12 years.

### There's Room for Advancement at J&S!

J&S Construction prides itself in providing current employees the opportunity to grow within the company. J&S Construction is delighted to announce it was able to promote from within when filling a Project Manager position for the Insurance and Restoration Team (IRT), a full-service remodeling and insurance repair department. IRT has unique skills and knowledge that can only be acquired over time – from working with existing and damaged structures, unpredictable events, and customers who have been through traumatic situations.

Samantha Budesa, who first joined J&S Construction as receptionist in February 2014, has assumed this position and will be responsible for the planning and management of various construction projects to be completed ahead of schedule, within budget, and in compliance with company safety and procedural policies, all while maintaining exceptional customer service. Congratulations to Samantha on a job well done.



## All in the Family

### Birthdays

#### April

Mark Rippetoe .....	4/3
Roy Weaver.....	4/8
Julian Rosales .....	4/15
Andrew Scarborough.....	4/17
Robert Blyly.....	4/19
Dennis Raymond.....	4/19
Emma Jean Puckett .....	4/23
Michael Miller.....	4/24

#### May

Paul Anthony Reyna .....	5/8
Brian Wood.....	5/14
Chad Burks.....	5/15
Bill Stephens.....	5/17
Paul Koger .....	5/24
Johnny Stafford.....	5/25
Greg Hutchens.....	5/29
Bobby Garza.....	5/30
Jennifer Guerrero .....	5/30

#### June

Phil Adams.....	6/1
Ryan Williams.....	6/1
Alex Payne.....	6/13
Gary Royer .....	6/14
Larry Fuell.....	6/20
LeBron Hughes.....	6/26

### Anniversaries

Carol and Merle Crony .....	4/11
Patricia and Roy Weaver.....	4/28
Sandy and Larry Taylor .....	4/30
Coral and Eddie Braswell.....	5/2
Kathy and Earl Thompson.....	5/5
Jennifer and Juan Guerrero.....	5/24
Lori and Chris Wakefield .....	5/25
Tracey and LeBron Hughes.....	5/29
Stefanie and Andy Stites.....	6/4
Michelle and Brent Rieke .....	6/6
Lisa and Danny Hatfield.....	6/18
Deborah and Amos Malchow.....	6/20
Lisa and Bryan Cole.....	6/21
Heather and Billy Flanary .....	6/22
Anita and Jerry Brown.....	6/25

### Congratulations for Birth:

**Michelle and Brent Rieke** - Daughter  
Born Jan. 28, named Reagan Grace  
**Brittany and Matt Davenport** - Son  
Born Mar. 13, named Eli Grant

### With Deepest Sympathy in the Loss of Loved Ones:

**Samantha Budesa** – Uncle  
**Matt Davenport** – Grandmother  
**Brittany Key** – Father  
**Dennis Raymond** – Father-in-Law

WHAT WE ARE ALL ABOUT

**Insurance Restoration Team  
Customer Evaluation**

Project Name: Ellen Willis Project Number: 15-IR9743

1. Please rate J & S Construction's performance on this project in the following areas:

	Delighted	Pleased	Satisfied	Disappointed	
Quality of Workmanship	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Communications	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Scheduling	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Job Site Appearance	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Project Design	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Attention Given to Your Project	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Responsiveness of Project Manager	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Responsiveness of Field Supervisor	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Responsiveness of Salesman	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Performance of Field Crews	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A
Project Price	<input checked="" type="checkbox"/> 4	<input type="checkbox"/> 3	<input type="checkbox"/> 2	<input type="checkbox"/> 1	<input type="checkbox"/> N/A

2. Of the following, which best describes your overall impression of J & S Construction's performance on this project:  Delighted  Pleased  Satisfied  Disappointed

3. Would you recommend J & S Construction to others for future projects?  
 Definitely  Probably  Probably Not  Definitely Not

4. Was your project completed within the required time?  Yes  No

5. Which of the following items are most important to you in choosing a contractor? Please rank from 1 to 7 (1 being most important):  
 Experience \_\_\_\_\_ Price \_\_\_\_\_ Design Capabilities \_\_\_\_\_  
 Ability to Meet Schedule \_\_\_\_\_ Quality \_\_\_\_\_ Reputation \_\_\_\_\_  Other

6. When you think about the entire process of this project, is there any particular instance, person or situation that you recall being either positive or negative?  
Paul - very positive

7. If you have used other construction companies in the past, how does J & S Construction compare?  
top of line

8. Could you offer any ideas on how we could improve our level of service to our clients?

Signature: Howard Dadd Date: 3/28/15

1843 Foreman Drive • Cookeville, TN 38501 • (931) 528-7475 • www.jsconstruction.com

## IRT is Disaster Ready

Spring is here and, with this budding season, comes unpredictable weather. Some residents across the Upper Cumberland are still cleaning up following devastating ice storms that ripped through the area in February. J&S Construction's Insurance and Restoration Team (IRT) fielded 190 calls for service following those horrific storms.

When the unexpected happens to your home or business – be it from storm damage, fire, water or any other disaster – our 24-hour Insurance and Restoration Team is ready to respond.

Our initial response time to an emergency is one hour and, depending on the severity of damages, temporary and sometimes permanent repairs are made.

Coverage areas include Chattanooga, Clarksville, Cookeville, Knoxville, Nashville and surrounding areas. Our Team performs both commercial and residential work including roofing, mitigation services, large structure dryouts, disaster management, emergency water removal, odor removal, content storage and cleaning, complete restorations, crime scene cleanup, vandalism cleanup and more.

Should the need arise, contact 1-800-933-1121 to speak with a representative. We have seasoned representatives who are available 24 hours a day, seven days a week to assist you with any need.

## Why TEAM-BUILD?

J&S Construction's Design-Build concept is based on a TEAM approach:

**T**ogether **E**ngineers **A**rchitects **M**anagers

All design and construction services are wrapped up in one contract, providing a **single source** of responsibility with diversified perspectives from all TEAM members.

Early cost is determined to ensure project is **within budget constraints**.

Design and pricing phases are synchronous, allowing **construction to start 20% sooner** than traditional delivery systems.

**Final accountability** is placed with J&S Construction as the leader of the TEAM-Build delivery system.

### Numbers Matter:

Metric	TEAM-Build vs. Design-Bid-Build
Project Cost	6.1% lower
Construction Speed	12% faster
Delivery Speed	33.5% faster
Cost Growth	5.2% less
Schedule Growth	11.4% less

Source: Construction Industry Institute (CII)/Penn State research comprising 351 projects ranging from 5k to 2.5M square feet. The study includes varied types and sectors.

## How to Motivate a Co-worker

By: Kristen Hamlin

One of the most frustrating aspects of any work environment is working with someone who doesn't appear to be committed to the work or the company. Even if you aren't a leader or manager, you can motivate your co-workers to perform their best.

### Set an Example.

Perhaps the best way to motivate your co-workers is to set a positive example. Approaching your work with a positive attitude and completing all of your tasks as diligently as possible inspires your co-workers to do the same — especially if they see you receiving praise, rewards or special assignments due to your job commitment. Competition is a powerful motivator.

### Build Friendships.

Although maintaining professional relationships at work is important, that doesn't mean that you can't develop more informal relationships, or even friendships, at work. When your co-workers know you as a person — not just as the accountant in the adjoining office — they may be more likely to put forth extra effort in their job so they don't damage the relationship. Cultivating work friendships also makes the work environment more pleasant.

### Ask for Help.

Employees often lose motivation because they're bored or don't feel challenged by their work. Although you may not be able to change someone's job description or adjust their tasks, help them feel more motivated by asking for their input and expertise. Going to your co-workers with a question or asking for their thoughts on a solution to a problem might be the spark they need to reengage with their work.

### Listen.

One reason that employees may feel unmotivated at work is that they feel their ideas and insights go unnoticed by their co-workers and management. Prevent that problem by being a compassionate listener and serving as a sounding board for your co-workers. When you support a co-worker's ideas, communicate that support and encourage others to do the same. Sometimes all it takes to stay motivated is knowing that you have an ally.

*For to this you were called, because Christ also suffered for us, leaving us an example, that you should follow His steps.*

(1 Peter 2:21)

J&S Construction Company, Inc.  
1843 Foreman Drive  
Cookeville, TN 38501  
(931) 528-7475



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